

12 Challenges for 2012

Challenge

5


This month, we encourage you to:

Get Connected!

To help you achieve this goal, we've included articles and resources with this challenge. For more information, feel free to [contact the FSS Team](#) by replying to this email.

County Connections


The County of San Diego has several sites operating to keep you informed 24/7. Click on the logos below to get connected to everything from job listings, community events, emergency information and more!




HCD is on Facebook! "Like" us and get updates on the latest housing news.



The County's Twitter page kept followers informed during last year's power outage.



By clicking on the email button (red and about 1/2 way down the page) the latest County news will be sent directly



The County's YouTube account is loaded with videos of community events, area news, job descriptions and more!

Social Networking 101

Recently, the news has been buzzing with stories about social networking sites and privacy laws. To explain the laws in a clear way, www.backgroundcheck.org created the following graphic to help consumers better understand their rights.

SOCIAL NETWORKING

BILL OF RIGHTS


INTRODUCTION

As our lives become increasingly digital, many of us share more and more on social media sites.


Consequently, employers and colleges have started to request access to our personal profiles as a way to learn more about us.

Should the same standards of privacy we've come to expect offline apply online, too? Take a look.


THE SITUATION




Many HR managers review publicly available social media profiles. One survey said 75% of recruiters reported policies that required online research of applications.



However, some folks have made their social media profiles private, which prevents managers from viewing their accounts.




Consequently, some employers are asking for access to applicants' private profiles so they can view them.



Nearly all applicants agree to this voluntary review, because they need or want the job.

Some employers had been asking applicants to surrender their usernames and passwords during interviews, but a complaint from the ACLU in 2011 stopped that practice. Now many ask applicants to sign into their social accounts so the interviewer can look around.

WHO'S ASKING FOR ACCESS?



Colleges

Some colleges are requiring student-athletes to "friend" a coach or administrator who can monitor their account.



Police departments

Some departments ask applicants to sign into their social media profiles to be screened.



Correctional facilities

Facilities that have asked for login information claim they do so to make sure applicants don't have ties to gangs.



911 dispatchers

Some applicants are asked to friend background investigators on social sites as a part of the screening process.



Public agencies

Public agencies more often request usernames and passwords from applicants than others.

WHAT'S THE PROBLEM?

Requesting access to someone's personal social profile is going too far. Some people say it's the equivalent of:



Asking for someone's house keys



Requesting to read your personal email



Bugging students' off-campus apartments



ACLU

According to the ACLU: "It's an invasion of privacy for private employers to insist on looking at people's private Facebook pages as a condition of employment or consideration in an application process. People are entitled to their private lives." - ACLU attorney Catherine Crump


NETWORKS' TERMS OF SERVICE

Some social networks are quite clear on the issue of sharing login information. Others are a bit more vague:


"You will not share your password, ... let anyone else access your account, or do anything else that might jeopardize the security of your account."



"You are responsible for safeguarding the password that you use to access the Services and for any activities or actions under your password."



"You agree to: (1) Keep your password secure and confidential; (2) not permit others to use your account."



Lately, this issue has centered around Facebook. Facebook responded by saying that giving out personal login information violates their terms of service. However, some experts claim that those terms have no real weight, and asking for that information is a legal gray area.

"As a user, you shouldn't be forced to share your private information and communications just to get a job. And as the friend of a user, you shouldn't have to worry that your private information or communications will be revealed to someone you don't know and didn't intend to share with just because that user is looking for a job." - Erin Egan, Facebook's Chief Privacy Officer, Policy

Facebook says they will threaten legal action against those who violate their policy.

LEGAL CONSEQUENCES

Many employers and colleges don't realize that by requesting access to your social media profiles, they may then become liable for the content you post. Some situations may include:




What's being done?

Several members of the US Senate and Congress have announced that they're working on a bill that would prohibit these requests.



If an applicant, student or employee has an admission of guilt on their profile, the employer or college may assume liability for the protection of the information that they've seen.



If an employer finds out that an applicant is a certain age (or another protected group), the employer may open itself up to discrimination claims if they don't hire that person.



If a college monitors a student's profile, but misses signals that something is going to happen (for example a campus shooting), the college may become liable.

BILL OF RIGHTS

This Bill of Rights petition was drafted and adopted by concerned social media users after the 2010 Computers, Freedom and Privacy Conference.

SOCIAL NETWORK USERS' BILL OF RIGHTS

We the users expect social network sites to provide us the following rights in their Terms of Service, Privacy Policies, and implementations of their system:

1. Honesty: Honor your privacy policy and terms of service.
2. Clarity: Make sure that policies, terms of service, and settings are easy to find and understand.
3. Freedom of speech: Do not delete or modify my data without a clear policy and justification.
4. Empowerment: Support assistive technologies and universal accessibility
5. Self-protection: Support privacy-enhancing technologies.

To read more, visit: <http://www.facebook.com/CFPBillOfRights/info>

SOURCES:

aclu.org/blog/technology-and-liberty/ | privacyrights.org | boston.com | redtape.msnbc.msn.com | thenextweb.com | finance.yahoo.com | facebook.com | twitter.com | linkedin.com | dailykos.com | blogs.citypages.com | theverge.com | msnbc.com

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